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8 March 1960

MEMORANDUM FOR THE COMPTROLLER

SUBJECT: Inspector General's Survey of the CIA Career Service

1. In general the proposed approach conforms with that followed in the military establishments. There one finds the "military careerist" dedicating his life to training and working for the defense of our nation. He is joined in this effort by many civilian managers, specialists, technicians, and just plain clerks. The military is subject to the "call of duty". The civilians are free to ply their services in any agency or private industry. Different career plans are made for each group with different pay scales, privileges, and rights. Even though both groups are needed for a successful operation, only the military are considered the "defense career". It should be noted that many of the professions and jobs performed by civilians are also performed by military careerists; i.e., legal, accounting, trades, and even clerical. The distinction is between those who do their job as a part of a military career and those who make a career out of the type of work they are doing without primary regard as to which governmental organization or private industry in which it is performed.

2. I feel the Inspector General's paper approaches the problem in the same manner and, in my opinion, is basically sound. It provides for a distinction between those performing whatever work may be required as a part of an "Intelligence Career" and those who are using their chosen careers in support of an intelligence operation. The paper expresses the same feelings that I personally expressed at the time the career staff plan was first announced. However, my only concern now would be one of general Agency morale. Having once embarked on the plan and generated some enthusiasm for it, could a change to this new approach damage the morale of those of us who have decided to devote our chosen careers in support of intelligence operations?

3. Although time prevents a detailed paragraph by paragraph analysis of the Inspector General's paper, a reading of it definitely indicates a fair and reasonable approach to a real problem--what is an "Intelligence Career"? It even implies that there is a need and a place for services of careers other than intelligence. In my opinion, the Office of the Comptroller should support the basic approach and strive for the creation of standards, disciplines, rights, and privileges that normally accrue to persons working in the financial service field as a civilian career.

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